QUEER YOUTH
DO SURVIVE AND THRIVE

Providing Culturally Competent
Treatment, Prevention, and Recovery Services
for Lesbian, Gay, Bisexual and Transgender People

A Training Provided

by

Pacific Research & Training Alliance

for

The Youth Leadership Institute
944 Market Street, Suite 210
San Francisco
Wednesday, October 23, 1996
9:00 a.m. to 6:00 p.m.

Trainers
Dominique Leslie & Gloria B. Soliz

Queer Youth Do Survive and Thrive!

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Agenda
Wednesday, October 23, 1996
9 a.m. to 6 p.m.

9:00 - 9:15 a.m.	**Needs Assessment**
9:15 - 9:30 a.m.	**Introductions**
	Trainers
	Guidelines for Creating a Safe & Confidential Training
	Participants
9:45 - 10:00 a.m.	**Review of Agenda**
	Topics and Time Allotments
10:00 - 10:15 a.m.	**Overview**
	The Effects of Heterosexism & Homophobia on Youth
	How Heterosexism & Homophobia Effects Leadership
10:15 - 11:00 a.m.	**Myths and Stereotypes**
11:00 - 11:30.m.	**Vocabulary**
11:30 a.m. - 12 noon	**The Population**
	Age of Awareness/"Coming Out"
	Guided Meditation
	A Story
	Statistics
12 noon - 1:00 p.m.	Lunch
1:00 - 2:00 p.m.	*"SEXUAL ORIENTATION: Reading Between the Labels"*
2:00 - 3:00 p.m.	**Stress Factors**
	Isolation, Family Difficulties, and Substance Abuse
3:00 - 3:30 p.m.	**Suicide**
	Statistics and Signs
3:30 - 4:00 p.m.	**Risk Factors**
	Tobacco & Alcohol
	Other Drugs
	HIV/AIDS
	Violence
	Homelessness
4:00 - 5:00 p.m.	**Summary**
	Developing an Agency Plan
	Evaluations
5:00 - 6:00 p.m.	**Information**
	Resource List

Biographies of Trainers

Dominique Leslie
With 5 years in human services, Ms. Leslie is a consultant and trainer with expertise in HIV/AIDS, Transgender, and substance abuse recovery issues. Dominique is a member of the Drug Abuse Advisory Board of the City and County of San Francisco appointed by the Board of Supervisors. She is a member of the board of directors of the LGBT Pride Celebration Committee.

The Transgender HIV Prevention Specialist at the Tri-Cities Health Center, Ms. Leslie is conducting a risk reduction survey with transgender people who live, work, and plan in Alameda County.

She was a Co-Chair of the Transgender Protocol Team and co-author of the Treatment Services Guidelines for Substance Abuse Treatment Providers, a report of the Lesbian, Gay, Bisexual and Transgender Substance Abuse Advisory Committee of the Community Substance Abuse Services, City and County of San Francisco. She has been a presenter at numerous conferences including the Creating Change Conference in Detroit, 1995, and the 7th National AIDS Update in San Francisco, 1995.

Gloria B. Soliz, MDiv
Ms. Soliz is a consultant who is building healthy & diverse communities. She designed and facilitated the award winning smoking cessation program for lesbians, gays, bisexuals, transgender and HIV infected smokers, The Last Drag, San Francisco. Gloria is a community member of the S.F. Department of Public Health, Community Substance Abuse Services' Lesbian, Gay, Bisexual and Transgender Substance Abuse Advisory Committee (LGBTSAAC) and serves on its Pride Parade Task Force to reduce alcohol consumption and sponsorship, is its representative to S.F. Target Cities Advisory Committee, and the Chair of its Training Sub-Committee. She received an award of excellence for her work on The Last Drag from the Department of Health Services of the State of California. She recently receiving a certificate of merit for her work on the LGBTSAAC.

Gloria is a trainer/consultant with the statewide Gay and Lesbian Technical Assistance and Training Project at the Pacific Research and Training Alliance. She has been a Trainer since 1991, for Building Bridges, a Bay Area United Way Sensitivity Program, and sits on its Advisory Committee and Program Team. Gloria is the author/producer of the training manual, *"They Have Noticed, Have You?"* with a slide presentation of the tobacco industry targeting of the lesbians, gay, bisexual, and transgender (LGBT) population. She is the author/producer of *"Alive with Pleasure!"* a slide presentation on the targeting of the LGBT communities by the alcohol and tobacco industries. A founding member of the Coalition of Lavender-Americans on Smoking and Health, she is the conference director of "Alive with Pleasure!

A former United Methodist pastor, she is a co-chair of the Reconciling Congregation Committee of Bethany United Methodist Church of San Francisco.

Guidelines
for
Creating a Safe & Confidentiality Space

1. Right to Pass
2. "I" Statements
3. No Put-downs
4. No Cross-Talk
5. What is said in the room stays in the room.

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Objectives:

1. To present information and correct misconceptions regarding members of the LGBT communities,
2. To identify the environmental concerns that facilitate or serve as barriers to youth leadership, and
3. To provide resources and a process for creating a safe and confidential for LGBT and Questioning Youth

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GLOSSARY OF TERMS AND DEFINITIONS

BISEXUALITY - Emotional and sexual attraction to and/or behavior with members of both genders. It is normal, has no known cause, and is not an illness. "Bi" is a slang term for people who accept their bisexual orientation and identify (define themselves) as bisexual. Bisexual continue to organize; they face immense misunderstanding.

COMING OUT - The process of becoming aware of one's sexual orientation, accepting it, acting on it, and telling others about it. A never-ending process.

GAY - A term used to identify men and women who are emotionally and sexually attracted to and/or behavior with a members of the same gender. There are people in every sector of society who accept their homosexual orientation and identify (define themselves) as gay. It has also been used to identify the homosexual community, however, most people object to a monolithic view and claim that there is not one but many communities.

HETEROSEXUALITY - Emotional and sexual attraction to and/or behavior with a person of the other gender. It is normal, has no known cause, and is not an illness. **Straight** - A slang term for people who accept their heterosexual orientation and identify (define themselves) as heterosexual. Many people dislike the term straight."

HETEROSEXISM - Promoting heterosexual lifestyle, believing or assuming that heterosexuality in the only acceptable and morally superior lifestyle and other lifestyles are inappropriate and immoral.

HOMOSEXUALITY - Emotional and sexual attraction to and/or behavior with a person of the same gender. It is normal, has no known cause, and is not an illness.

HOMOPHOBIA - The fear and intolerance of homosexuality and bisexuality, lesbian women, and gay men. Homophobia is the disease, not homosexuality, and it is the root of hatred of homosexuals and anti-gay violence.

IN THE CLOSET - Being secret about one's sexual orientation; frequently necessary given widespread discrimination and anti-gay violence, but causing its own psychic pain.

KINSEY SCALE - is a study from the work of Dr. Alfred Kinsey and his associates in the late '40s and early '50s. The results have been supported by research by Masters and Johnson and others. The studies most revealing point was that sexual orientation is best described on a continuum and not an either/or, heterosexual/homosexual orientation: 0 = Exclusively heterosexual fantasies, dreams, thoughts, frequency of sexual activity, and emotional feelings while 6 = Exclusively homosexual orientation. 3 = Equally heterosexual and homosexual orientation and commonly denoted as bisexuality. Homosexuality is natural and occurs throughout nature. It is not a disease, defect, or disorder (the American Psychiatric Association, 1973); conforms to long-standing expectations (cultures throughout history have had the full continuum of orientations); and statistically common (Kinsey found some homosexuality in 50% of adult men, 28% women, 60% boys and 33% girls; many people believe the female figures would now equal the male).

LESBIAN - A woman who is emotionally and sexually attracted to and/or behavior with other women. Many gay woman prefer the term "lesbian" because it gives gay women an identity independent from men. Diversity in lesbian lifestyle and culture is growing.

MASCULINITY/FEMININITY - Sex role stereotypes, totally differing from culture to culture, which get arbitrarily imposed on men and women, denying our true androgyny (similarities) and individuality. Gay and lesbian people are no more masculine or feminine than other people.

QUEER - A term currently claimed and in use by some bisexual, gay, lesbian and questioning youth and young adults. "Queer" has been used as a derogatory word to put down homosexuals.

SEXUAL ORIENTATION - The deep-seated direction of one's sexual attraction toward the same gender (homosexual), other gender (heterosexual), or both genders (bisexual). Sexual orientation is a continuum, not a set of absolutely different categories.

TRANSGENDER - A term used to identify persons who are inclined to cross the gender lines which includes transsexuals, transvestites, cross-dressers, drag queens and gender benders. While a transgendered person may identify as "gay" and/or "queer," one's affectional/sexual orientation may be heterosexual, homosexual, or bisexual.

> **Transsexual** - Men and women who feel their gender identity is incongruent to their physical gender. Many transsexuals may choose hormone therapy and/or sexual reassignment surgery while others do not. There is no connection between transsexuality and homosexuality. Transsexuals may be gay, bisexual, or straight.
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> **Transvestite** - Men and women who enjoy wearing the clothes of and appearing as the other gender. Usually applied to genetic males in "female" clothing. Most are heterosexual. Some gay people enjoy drag as costume and as an expression of humor.

Prepared and adapted by Gloria B. Soliz, 9/95. Appreciation goes to Building Bridges, a sensitivity training of United Way, Bay Area. Thanks to sexologist R. Hunter Morey, MSW, IHS, CUAV Consultant, primary author of Demystifying Homosexuality, a Teaching Guide About Lesbians and Gay Men. Thanks to Jamison Green, Larry Brinkin, and the Lesbian Gay Bisexual Transgender Advisory Committee of the Human Rights Commission, San Francisco.

DEVELOPING A COMPREHENSIVE AGENCY PLAN

Policies, Procedures, and Protocols

Compiled by Gloria B. Soliz

Mission, Goals, and Objectives of the program go here!

1. Has the agency/organization created a gay friendly space? How do lesbians, gays, bisexuals, and transgendered persons know they are welcomed and safe?

2. Does your organization/agency have a mission statement and policies against discrimination? Do the policies include sexual orientation and gender identity to insure the protection and inclusion of lesbians, gays, bisexuals, and transgendered persons? Do the grievances procedures include the board, staff, volunteer and clients protecting all people's human and civil rights?

3. Does your organization/agency have a Diversity/Multicultrual Committee with members of the Board of Directors with administrative and program Staff and possibly volunteers?

Questions to consider:

DIRECT SERVICES

Do you provide direct service for lesbians, gays, bisexual, transgendered person?

Do the providers create a safe and comfortable space for individuals and groups? Is the provider the first to bring up potentially difficult subjects and specifically by use words that for some may be uncomfortable?

ENVIRONMENT

Do posters in the office reflect lesbigays and transgendered people from diverse background, ages, socio- economic background?

Is relevant educational materials available such as brochures . Are the flyers of current activities for questioning youth, lesbians, gay men, bisexuals, transgendered people available for clients? Are referrals for other services for lesbigays and transgendered persons in provider's files?

Are the magazines and regional newspapers in the reception area and/or library?

Agency Forms including in-take forms and applications: Are the printed forms of the agency/organization gay sensitive? Have heterosexual assumptions been removed and inclusive/generous language in asking for information, i.e., "Do you live with your spouse/significant other?, How many other people are in your household?

BOARD AND STAFF

Does your Board and Staff reflect the diversity of the community? Does your organization, agency or school hire and promote from under-represented communities to reflect diversity on the Board and Staff?

Has the organization, agency or school had speakers, panels, in-services and sensitivity training on diversity/multiculturalism especially regarding lesbian, gay, bisexual, and transgendered people?

RESOURCE LIST

Pacific Research & Training Alliance
440 Grand Avenue, Suite 401
Oakland, CA 94610-5085
510.465.0547

Building Bridges & Speakers' Bureau
Pacific Center for Human Growth
2712 Telegraph Avenue
Berkeley, CA 94705
510.548.8283

Community United Against Violence, (CUAV)
973 Market Street, #500
San Francisco, CA 94103
415.777.5500
Crisis 415.333.HELP

Billy DeFrank Lesbian and Gay Community Center
175 Stockton Avenue
San Jose, CA 95126
408.293.AGAY

Spectrum
1000 Sir Francis Drake Blvd.
San Anselmo, CA 94960
415.457.1115x201

Lavender Youth Resource and Information Center (LYRIC)
127 Collingwood, San Francisco, CA 94114
415.703.6156 Business
San Francisco Talkline - 415.863.3636 (for ages 23 and under)
Bay Area Talkline 1.800.246.7743 (for ages 23 and under)
TDD 415.431.8812

San Francisco Unified School District
Gay and Lesbian Support Services
Kevin Gogin and Crystal Jang 415.749.3400

Parents, Family, Friends of Lesbians and Gays (PFLAG)
P. O. Box 640223
San Francisco, CA 94114
415.921.8850

Members of the Lesbian, Gay, Bisexual, and Transgender Communities are often victims of hate crimes. People who are perceived to be gay are also victims of hate crimes. Hate crimes consist of verbal harassment, physical assault, vandalism, and/or threats. All to often hate crimes go unreported. There are things you can do if you believe you are the target of a hate crime:

1. Call 911 for assistance in case of an emergency.

2. Make a Policy Report insisting that it be classified as a hate crime.

3. Get the Policy Report Number and the Officer(s) Badge Number(s).

4. Call Community United Against Violence (CUAV) at 333.HELP.

THE COMING OUT PROCESS AND LEADERSHIP

The Coming Out Process is about developing self-esteem and has parallels to developing leadership. Coming out rarely happens overnight and as a 60 year old gay physician has said, "I come out each and every day." People with gender identity or sexual orientation questions usually know or have feelings that they are "different". Coming Out, like leadership development, is a process, an ongoing process and a series of steps that are taken over time. It takes a willingness of a person to see their true self and the courage to risk being their true self with friends, family and in the larger society.

Steps:

1. Working through denial
2. Learning more about yourself and your new community
3. Deciding you want to join that community
4. Preparing to actually step out

Gathering information, learning skills and finding support makes it easier to come out as lesbian, gay, bisexual or transgender and developing leadership.